

# **2018 Equal Employment Opportunity Data**

March 29, 2019



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MCC's Equal Employment Opportunity Data Posted Pursuant to Title III of the "Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), P. L. 107-174."

<b>Complaint Activity 29 CFR §1614.704 (a), (b) and (c)</b>	<b>Comparative Data Previous Fiscal Year Data</b>					
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>9-30-18</b>
Number of Complaints Filed	3	1	3	2	3	4
Number of Complaintants	0	3	1	3	2	4
Repeat Filers	0	1	0	1	0	1
<b>Complaints by Basis 29 CFR §1614.704(d)</b> <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed</i>	<b>Comparative Data Previous Fiscal Year Data</b>					
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018 thru 9-30-18</b>
Race	2	1	1	0	3	3
Color	0	0	1	0	0	2
Religion	0	0	0	0	0	0
Reprisal	2	0	1	1	2	2
Sex	0	0	1	1	2	4
National	0	0	1	0	1	2

Complaints by Basis 29 CFR §1614.704(d) <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed</i>	Comparative Data Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	2018 thru 9-30-18
Origin						
Equal Pay Act	0	0	0	0	0	0
Age	0	1	2	1	1	0
Disability	0	1	2	0	0	2
Genetic Information	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

**Complaints by Issue**  
**29 CFR §1614.704(e)**  
**Comparative Data (Sec. 1614.705)**  
**Previous Fiscal Year Data**

<b>Complaints by Issue 29 CFR §1 614.704(e)</b>	<b>Comparative Data (Sec. 1614.705)</b>					
	<b>Previous Fiscal Year Data</b>					
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018 thru9 -30-18</b>
Appointment/Hire	0	0	0	1	0	0
Assignment of Duties	0	0	0	0	0	1
Awards	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0
<b>Disciplinary Action</b>						
Demotion	0	1	0	0	0	0
Reprimand	0	0	0	0	0	2
Removal	0	1	1	0	0	0
Suspension	1	0	0	0	0	0
Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation Appraisal	0	0	2	0	0	1
Examination/Test	0	0	0	0	0	0
<b>Harassment</b>						

<b>Complaints by Issue 29 CFR §1614.704(e)</b>	<b>Comparative Data (Sec. 1614.705)</b>					
	<b>Previous Fiscal Year Data</b>					
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018 thru9-30-18</b>
Non-Sexual	0	1	2	0	1	0
Sexual	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0
Promotion /Non-Selection	0	0	0	0	0	1
<b>Reassignment</b>						
Denied	0	0	0	0	0	0
Directed	0	0	1	0	0	0
Reasonable Accommodation	0	1	1	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	1	0
Terms/Conditions	0	0	0	0	1	3

<b>Complaints by Issue 29 CFR §1614.704(e)</b>	<b>Comparative Data (Sec. 1614.705)</b>					
	<b>Previous Fiscal Year Data</b>					
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018 thru 9-30-18</b>
Conditions of Employment						
Time and Attendance	0	0	1	0	0	0
Training	0	0	1	0	0	0
Other	0	0	0	0	0	1
	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018 thru 9-30-18</b>
Complaints pending during fiscal year	3	1	3	2	3	4
Average number of days in investigation stage	0	0	133	124	120	122
Average number of days in final action stage	0	9	67	55	71	62

	2013	2014	2015	2016	2017	2018 thru 9-30-18
Complaints pending during fiscal year where hearing was requested	3	1	3	2	3	2
Average number of days in investigation stage	0	0	0	0	124	0
Average number of days in final action stage	0	0	0	0	0	0
Complaints pending during fiscal year where hearing was not requested	0	0	0	0	0	2
Average number of days in investigation stage	0	0	0	0	0	141
Average number of days in final action stage	0	0	0	0	0	
<b>Complaints Dismissed by Agency Pursuant</b>	<b>Comparative Data (Sec. 1614.705)</b>					<b>2018 thru 9-30-1</b>



to 1614.107(a) ) 29 CFR § 1614.704( g)			Previous Fiscal Year Data											
			2013		2014		2015		2016		2017			
Total Complaints Dismissed by Agency			0		1		0		0		1		0	
Average days pending prior to dismissal			0		9		9		0		0		0	
Complaints Withdrawn by Complainants														
Total Complaints Withdrawn by Complainants			0		0		0		0		0		0	
Total Final Actions Finding Discrimination 29 CFR §1614.704(h)	Comparative Data (Sec. 1614.705)Previous Fiscal Year Data												2018 thru 9-30-18	
	2013		2014		2015		2016		2017					
	#	%	#	%	#	%	#	%	#	%	#	%		
Total Number F	0		0		0		0		0		0			

Total Final Acti ons Findi ng D iscri mina tion 29 CFR §161 4.70 4(h)	Comparative Data (Sec. 1614.705)Previous Fiscal Year Data										2018 thru 9-30-18	
	2013		2014		2015		2016		2017			
ind in gs												
With out Heari ng	0		0		0		0		0		0	
With Heari ng	0		0		0		0		0		0	
Findi ngs of Di scri mina tion Rend ered by Basis 29 C FR§1 614. 704(i)	Comparative Data (Sec. 1614.705)										2018 thru 9-30-18	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Num ber F indin gs	0		0		0		0		0		0	
Race	0		0	0	0	0	0	0	0	0	0	

Findings of Discrimination Rendered by Basis 29 CFR § 1614.704(i)	Comparative Data (Sec. 1614.705)										2018 thru 9-30-18	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Color	0		0	0	0	0	0	0	0	0	0	
Religion	0		0	0	0	0	0	0	0	0	0	
Reprisal	0		0	0	0	0	0	0	0	0	0	
Sex	0		0	0	0	0	0	0	0	0	0	
National Origin	0		0	0	0	0	0	0	0	0	0	
Equal Pay Act	0		0	0	0	0	0	0	0	0	0	
Age	0		0	0	0	0	0	0	0	0	0	
Disability	0		0	0	0	0	0	0	0	0	0	
Genetic Information	0		0	0	0	0	0	0	0	0	0	
Non-EEO	0		0	0	0	0	0	0	0	0	0	
Findings After Hearing	0		0		0		0		0		0	

Findings of Discrimination Rendered by Basis 29 CFR §1614.704(i)	Comparative Data (Sec. 1614.705)										2018 thru 9-30-18	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
ng												
Race	0		0		0		0		0		0	
Color	0		0		0		0		0		0	
Religion	0		0		0		0		0		0	
Reprisal	0		0		0		0		0		0	
Sex	0		0		0		0		0		0	
National Origin	0		0		0		0		0		0	
Equal Pay Act	0		0		0		0		0		0	
Age	0		0		0		0		0		0	
Disability	0		0		0		0		0		0	
Genetic Information	0		0		0		0		0		0	
Non-EEO	0		0		0		0		0		0	
Findings of Discrimination	0		0		0		0		0		0	

Findings of Discrimination Rendered by Basis 29 CFR §1614.704(i)	Comparative Data (Sec. 1614.705)										2018 thru 9-30-18	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Findings Without Hearing												
Race	0		0		0		0		0		0	
Color	0		0		0		0		0		0	
Religion	0		0		0		0		0		0	
Reprisal	0		0		0		0		0		0	
Sex	0		0		0		0		0		0	
National Origin	0		0		0		0		0		0	
Equal Pay Act	0		0		0		0		0		0	
Age	0		0		0		0		0		0	
Disability	0		0		0		0		0		0	
Genetic Information	0		0		0		0		0		0	

Findings of Discrimination Rendered by Basis 29 CFR 1614.704(i)	Comparative Data (Sec. 1614.705)										2018 thru 9-30-18	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Non-EEO	0		0		0		0		0		0	
Findings of Discrimination Rendered by Issue	Comparative Data (Sec. 1614.705)										2018 thru 9-30-18	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0		0		0		0	
Appointment/Hire	0		0		0		0		0		0	
Assignment of Duties	0		0		0		0		0		0	
Awards	0		0		0		0		0		0	
Conv	0		0		0		0		0		0	

Findings of Discrimination Rendered by Issue	Comparative Data (Sec. 1614.705)										2018 thru 9-30-18	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
ersion to Full-time												
Disciplinary Action	0		0		0		0		0		0	
Demotion	0		0		0		0		0		0	
Reprimand	0		0		0		0		0		0	
Suspension	0		0		0		0		0		0	
Removal	0		0		0		0		0		0	
Other	0		0		0		0		0		0	
Duty Hours	0		0		0		0		0		0	
Evaluation Appraisal	0		0		0		0		0		0	
Examination/ Test	0		0		0		0		0		0	

Findings of Discrimination Rendered by Issue	Comparative Data (Sec. 1614.705)										2018 thru 9-30-18	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Harassment	0		0		0		0		0		0	
Non-Sexual	0		0		0		0		0		0	
Sexual	0		0		0		0		0		0	
Medical Examination	0		0		0		0		0		0	
Pay (Including Overtime)	0		0		0		0		0		0	
Promotion/Non-Selection	0		0		0		0		0		0	
Resignment	0		0		0		0		0		0	
Denied	0		0		0		0		0		0	
Directed	0		0		0		0		0		0	
Reasonable	0		0		0		0		0		0	



Findings of Discrimination Rendered by Issue	Comparative Data (Sec. 1614.705)										2018 thru 9-30-18	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Accommodation												
Reinstatement	0		0		0		0		0		0	
Retirement	0		0		0		0		0		0	
Termination	0		0		0		0		0		0	
Terms/Conditions of	0		0		0		0		0		0	
Time and Attendance	0		0		0		0		0		0	
Training	0		0		0		0		0		0	
Other	0		0		0		0		0		0	
Findings After Hearing	0		0		0		0		0		0	

Findings of Discrimination Rendered by Issue	Comparative Data (Sec. 1614.705)										2018 thru 9-30-18	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Appoint ment /Hire	0		0		0		0		0		0	
Assi gnm ent of D uties	0		0		0		0		0		0	
Awar ds	0		0		0		0		0		0	
Conv ersio n to Full-time	0		0		0		0		0		0	
Disci plina ry Ac tion	0		0		0		0		0		0	
Dem otion	0		0		0		0		0		0	
Repri man d	0		0		0		0		0		0	
Rem oval	0		0		0		0		0		0	
Othe r	0		0		0		0		0		0	
Duty Hour s	0		0		0		0		0		0	

Findings of Discrimination Rendered by Issue	Comparative Data (Sec. 1614.705)										2018 thru 9-30-18	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Evaluation Appraisal	0		0		0		0		0		0	
Examination/ Test	0		0		0		0		0		0	
Harassment	0		0		0		0		0		0	
Non-Sexual	0		0		0		0		0		0	
Sexual	0		0		0		0		0		0	
Medical Examination	0		0		0		0		0		0	
Pay (Including Overtime)	0		0		0		0		0		0	
Promotion /Non-Selection	0		0		0		0		0		0	
Reas	0		0		0		0		0		0	

Findings of Discrimination Rendered by Issue	Comparative Data (Sec. 1614.705)										2018 thru 9-30-18	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
sign ment												
Deni ed	0		0		0		0		0		0	
Direc ted	0		0		0		0		0		0	
Reas onab le Ac com mod ation	0		0		0		0		0		0	
Rein state ment	0		0		0		0		0		0	
Retir eme nt	0		0		0		0		0		0	
Term inati on	0		0		0		0		0		0	
Term s/Co nditi ons of E mplo yme nt	0		0		0		0		0		0	
Time and Atte ndan	0		0		0		0		0		0	

Findings of Discrimination Rendered by Issue	Comparative Data (Sec. 1614.705)										2018 thru 9-30-18	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
ce												
Training	0		0		0		0		0		0	
Other	0		0		0		0		0		0	
Findings Without Hearing	0		0		0		0		0		0	
Appointment/Hire	0		0		0		0		0		0	
Assignment of Duties	0		0		0		0		0		0	
Awards	0		0		0		0		0		0	
Conversion to Full-time	0		0		0		0		0		0	
Disciplinary Action	0		0		0		0		0		0	
Dem	0		0		0		0		0		0	

Findings of Discrimination Rendered by Issue	Comparative Data (Sec. 1614.705)										2018 thru 9-30-18	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
otion												
Repri mand	0		0		0		0		0		0	
Susp ensio n	0		0		0		0		0		0	
Rem oval	0		0		0		0		0		0	
Othe r	0		0		0		0		0		0	
Duty Hour s	0		0		0		0		0		0	
Eval uatio n Ap prais al	0		0		0		0		0		0	
Exa mina tion/ Test	0		0		0		0		0		0	
Hara ssme nt	0		0		0		0		0		0	
Non-Sexu al	0		0		0		0		0		0	
Sexu al	0		0		0		0		0		0	

Findings of Discrimination Rendered by Issue	Comparative Data (Sec. 1614.705)										2018 thru 9-30-18	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
Medical Examination	0		0		0		0		0		0	
Pay (Including Overtime)	0		0		0		0		0		0	
Promotion /Non-Selection	0		0		0		0		0		0	
Reassignment	0		0		0		0		0		0	
Denied	0		0		0		0		0		0	
Directed	0		0		0		0		0		0	
Reasonable Accommodation	0		0		0		0		0		0	
Reinstatement	0		0		0		0		0		0	
Retirement	0		0		0		0		0		0	

Findings of Discrimination Rendered by Issue	Comparative Data (Sec. 1614.705)										2018 thru 9-30-18	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
	#	%	#	%	#	%	#	%	#	%	#	%
nt												
Termination	0		0		0		0		0		0	
Terms/Conditions of Employment	0		0		0		0		0		0	
Time and Attendance	0		0		0		0		0		0	
Training	0		0		0		0		0		0	
Other	0		0		0		0		0		0	
Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data										2018 thru 9-30-18	
	Previous Fiscal Year Data											
	2013		2014		2015		2016		2017			
Total complaints from previous Fiscal Years	0		0		1		2		1		2	



Pending Complaints Filed in Previous Fiscal Years by Status	Comparative Data					2018 thru 9-30-18
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Total Complainants	0	0	0	1	2	2
Number of complaints pending						
Investigation	0	0	2	0	0	2
Hearing	0	0	0	0	1	0
Final Action	0	0	0	1	-	0
Appeal with EEOC Office of	0	0	0	0	1	0
Complaint Investigations	Comparative Data					2018 thru 9-30-18
	Previous Fiscal Year Data					
	2013	2014	2015	2016	2017	
Pending Complaints Where Investigation Exceeds Required Time Frames	0	0	0	0	0	0